O1 HB 1290/04 - APP 5lr2414 CF HB 226

By: Senators Gladden, Britt, Conway, Currie, Exum, Giannetti, Grosfeld, Hughes, Jones, Kelley, Lawlah, and McFadden Introduced and read first time: February 4, 2005

Assigned to: Finance

A BILL ENTITLED

1 AN ACT concerning

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Employment - Pay Rates - Maryland Self-Sufficiency Standard

3 FOR the purpose of requiring the Secretary of Business and Economic Development

- 4 to consider a certain self-sufficiency standard when setting or amending a pay
- 5 rate; requiring that a State employee whose pay rate is less than the Maryland
- 6 self-sufficiency standard receive a certain pay increase; requiring the
- 7 Department of Business and Economic Development to develop the Maryland
- 8 self-sufficiency standard on or before a certain date; requiring the Department

9 to distribute the standard to units of State government; requiring units of State

- 10 government to use the standard for a certain purpose; and generally relating to
- 11 the self-sufficiency standard.

12 BY repealing and reenacting, with amendments,

- 13 Article State Personnel and Pensions
- 14 Section 8-104(b)
- 15 Annotated Code of Maryland
- 16 (2004 Replacement Volume)

17 BY adding to

- 18 Article Labor and Employment
- 19 Section 3-413.1
- 20 Annotated Code of Maryland
- 21 (1999 Replacement Volume and 2004 Supplement)

22 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF

23 MARYLAND, That the Laws of Maryland read as follows:

24

Article - State Personnel and Pensions

- 25 8-104.
- 26 (b) (1) In setting or amending a pay rate, the Secretary shall consider:

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1 2 public en	[(1)] nployment;	(I)	the prevailing pay rates for comparable services in private and
3	[(2)]	(II)	experience;
4	[(3)]	(III)	living costs;
5	[(4)]	(IV)	benefits; [and
6	(5)]	(V)	the financial condition and policies of this State; AND
7 8 UNDER	§ 3-413.1 ((VI) OF THE	THE MARYLAND SELF-SUFFICIENCY STANDARD DETERMINED LABOR AND EMPLOYMENT ARTICLE.
 9 (2) AN EMPLOYEE WHOSE PAY RATE IS LESS THAN THE MARYLAND 10 SELF-SUFFICIENCY STANDARD DETERMINED UNDER § 3-413.1 OF THE LABOR AND 11 EMPLOYMENT ARTICLE SHALL RECEIVE AN INCREASE IN THE EMPLOYEE'S PAY RATE 12 AT A PERCENTAGE THAT IS AT LEAST TWICE THE PERCENTAGE INCREASE FOR 13 EMPLOYEES WHOSE PAY RATE IS AT LEAST EQUAL TO THE MARYLAND 14 SELF-SUFFICIENCY STANDARD. 			
15 Article - Labor and Employment			

16 3-413.1.

17 (A) IN THIS SECTION, "MARYLAND SELF-SUFFICIENCY STANDARD" MEANS A 18 CALCULATION OF THE INCOME AN EMPLOYED ADULT REQUIRES TO MEET THE 19 INDIVIDUAL'S NEEDS, INCLUDING:

20 (1)HOUSING;

21 FOOD: (2)

22 **DEPENDENT CARE;** (3)

23 (4) TRANSPORTATION; AND

24 (5) MEDICAL COSTS.

THE DEPARTMENT OF BUSINESS AND ECONOMIC DEVELOPMENT 25 (B) (1)26 SHALL DEVELOP THE MARYLAND SELF-SUFFICIENCY STANDARD ON OR BEFORE 27 JANUARY 1, 2006.

28 (2)THE MARYLAND SELF-SUFFICIENCY STANDARD SHALL BE USED TO 29 DETERMINE EMPLOYED ADULTS WHO ARE "AT-RISK WORKERS" AND 30 "UNDER-EMPLOYED WORKERS".

31 (C) ON OR BEFORE MARCH 1, 2006, THE DEPARTMENT OF BUSINESS AND (1)32 ECONOMIC DEVELOPMENT SHALL DISTRIBUTE THE SELF-SUFFICIENCY STANDARD 33 TO UNITS OF STATE GOVERNMENT THAT COUNSEL INDIVIDUALS SEEKING:

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1 (I) EDUCATION;

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2 (II) TRAINING; OR

3 (III) EMPLOYMENT.

4 (2) UNITS OF STATE GOVERNMENT SHALL USE THE SELF-SUFFICIENCY 5 STANDARD TO ASSIST AN INDIVIDUAL IN:

(I) ESTABLISHING PERSONAL FINANCIAL GOALS; AND

7 (II) ESTIMATING THE AMOUNT OF INCOME NEEDED TO SUPPORT 8 THE INDIVIDUAL'S FAMILY.

9 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect 10 July 1, 2005.